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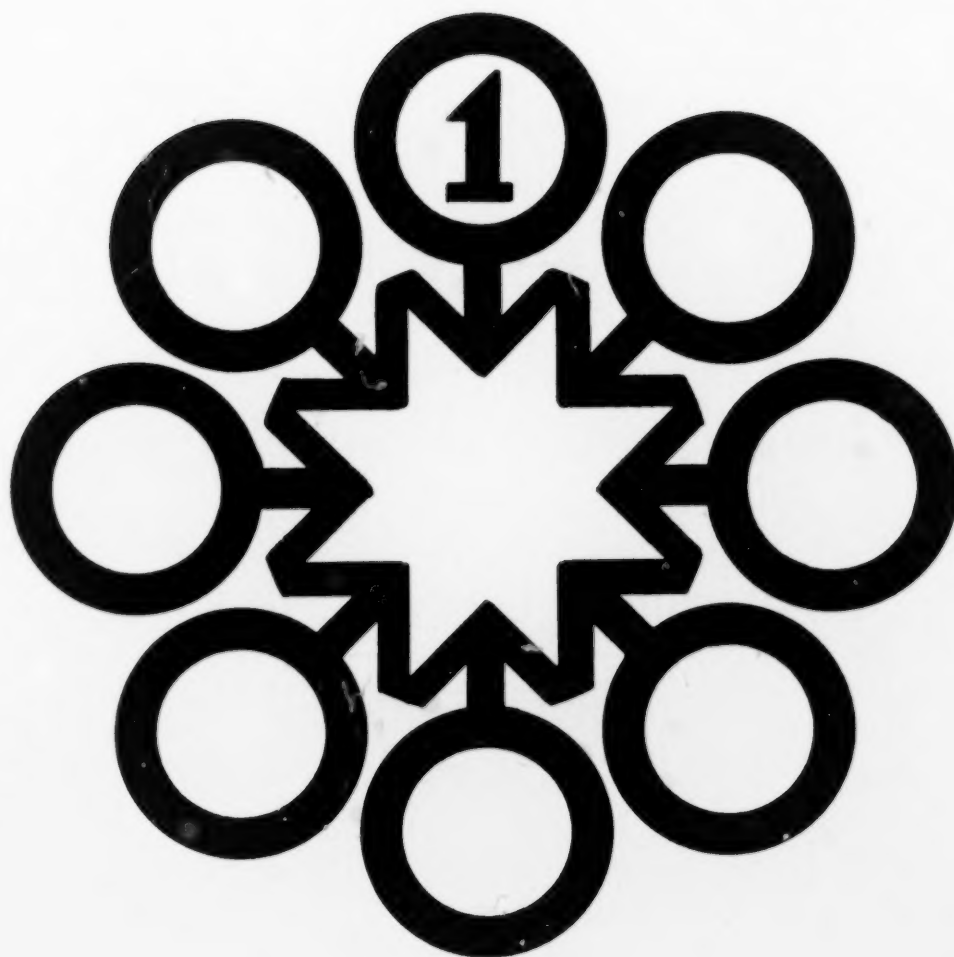
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ABSTRACT

This annotated bibliography covers the laws and conditions governing the employment of women. Included are books, articles, pamphlets, and government publications published during 1970 and 1971. Topics covered include: (1) discrimination in hiring and promotion, (2) educational barriers, (3) legislative and judicial remedies, (4) general employment, and (5) foreign development. This supplement is part of a series available as VT 016 160-016 162 in this issue. (BH)

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SUPPLEMENT NUMBER ONE

THE SEXUAL BARRIER

LEGAL AND ECONOMIC ASPECTS OF EMPLOYMENT

by

MARIJA MATICH HUGHES

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THE SEXUAL BARRIER

Legal and Economic Aspects of Employment

Supplement 1
April 1971

Prepared by Marija Matich Hughes
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Women and American Law No. 1

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CONTENTS

	Page
I. Discrimination against women in hiring and promotion	
A. Discrimination occurring in traditionally female oriented occupations	
1. Household employees	1
2. Librarianship	1
3. Nursing	2
B. Discrimination occurring in traditionally male oriented occupations	
1. Advertising	3
2. Architecture and engineering	4
3. Civil servants	4
4. Higher education	4
5. Journalism	6
6. Law	7
7. Management	8
8. Medicine	10
9. The Ministry	12
10. Politics	12
11. Science and space exploration	13
II. Educational barriers to women	14
III. Remedies: Breaking down the barriers to discrimination	
A. Legislation	14
B. Judicial proceedings	
1. Procedures used in enforcing equal treatment of women	20
2. Equal pay for equal work	20
a. Airlines	21
b. Banks	21
c. Bartending	21
d. Hospitals	21
e. Journalism	22
f. Manufacturing	22
g. Military	23
h. Radio and television	23
i. Sports	23
3. Job promotion	23

	Page
C. Administrative proceedings	24
D. Education	25
E. New positions for women	
1. Appointments of women to positions of authority.....	26
2. Appointments of women to traditionally male positions	26
IV. General employment	26
V. Developments in employment of women in foreign countries	32

FOREWORD

The supplement of the Sexual Barrier Legal and Economic Aspects of Employment, follows the pattern used in the original work. The scope and purpose are the same.

This supplement covers the laws and conditions governing the employment of women; the materials, which include books, articles, pamphlets and government documents, are limited to those in English. All materials are taken from American, English, Canadian and Australian publications, and additionally from printed materials of the United Nations and other international organizations.

The supplement includes material published during 1970 and 1971 which is briefly annotated. The number of entries included is indicative of the continuing interest and concern in the area of women and employment.

My aim is to develop a useful and workable source on legal and economic aspects of women's employment. Therefore, there is a new organization of material. Although still retaining the division between books and documents and periodical articles, parts have been expanded and new ones added.

Part I: "Discrimination against women in hiring and promotion." The material is divided into occupations and professional fields to facilitate its use by researchers or the general public.

Part II: "Educational barriers to women". This is a new part and selected material covers discrimination in admitting women to colleges, universities and professional schools.

Part III: "Remedies: Breaking down the barriers to discrimination." This part covers the most obvious measures in eliminating discrimination. It is divided into five parts to help the busy lawyers, legislators and all others interested in different aspects of the law as it relates to this field.

Part IV: "General Employment" contains material which could not be placed into any other category because of its general nature.

Part V: "Development in employment of women in foreign countries." This is a new part, and the material describes the emerging role of women abroad, in society and in employment.

April 1971

Marija Matich Hughes
Hastings College of the Law

TO HASTINGS COLLEGE OF THE LAW

I. Discrimination against women in hiring and promotion

A. Discrimination occurring in traditionally female oriented occupations

1. Household employees

Tacher, Herbert R. Household employment under OASDHU, 1951-1966.
Social Security Bulletin 10-17 (June 1970).

An overview of household employees, stating that nine out of ten are women. Discusses the position, earnings and compares white and black women.

2. Librarianship

(a) Books and Documents

Post, Joyce A. Women in libraries. Philadelphia, S.R.R.T. September 1970. 3 p.

A chronological list of articles in library literature dealing with discrimination against women.

Sixteen reports on the status of women in the professions. New York, Professional Women's Caucus. 1970. not numbered.

(b) Periodical articles

Freeman, Janet. Liberated librarian: a look at the second sex in the library profession. 95 Library Journal 1709-1711 (1970).

A hard look at the unequal position of women in librarianship.

Comment. 95 Library Journal 2853-2854 (1970).

Three letters commenting on Jane Freeman's article.

Gilliam, Bodil H. Housewife-librarian. 95 Library Journal 3704, 3706 (November 1, 1970).

Additional remarks on Miss Freedman's article with some comments about the married woman librarian with a family seeking professional position.

Hughes, Marija Matich. Sex-based discrimination in law libraries. 64 Law Library Journal 13-22 (1971).

An article based on a national survey of women law librarians, comparing salaries of male and female librarians.

Murphy, Elizabeth D. Women and blacks. 95 Library Journal 959 (1970).

Brief description of sexual discrimination in the library profession.

Schiller, Anita R. Women employed in libraries: the disadvantaged majority. 1 American Libraries 345-349 (1970).

Women are a disadvantaged majority, as opposed to other professions where they are disadvantaged minority; Library of Congress headings do not even list women professionals, but women as librarians.

Discrimination discussed. 1 American Libraries 644 (1970).

Response of two Canadian Librarians to Mrs. Schiller's article on discrimination against women in librarianship.

Schiller, Anita R. Schiller responds. 1 American Libraries 644 (1970).

Mrs. Schiller responds to two criticisms of her article.

Shields, Gerald R. Discomfort to the enemy. 1 American Libraries 115 (1950).

Editorial policy of American Libraries, which aims at eliminating discrimination against women librarians.

3. Nursing

(b) Periodical articles

Christy, Teresa. Equal rights for women: voices from the past. 71 American Journal of Nursing 288-293 (1971).

Historical study of nurses and the women's rights movement.

Cleland, Virginia S. Role bargaining for working wives. 70 American Journal of Nursing 1243-1246 (1970).

Discussion on employment of married women nurses.

Edelstein, Ruth Greenberg. Equal rights for women: perspectives. 71 American Journal of Nursing 294-298 (1971).

Discusses the position of nurses in the past, modern trends and perspectives.

Evagorou, Deanna. Britain's nurses raise floor and roof, but not utopia.
70 American Journal of Nursing 1450-1451, 1536, 1538 (1970).

Details recent improvements in British nursing, but recognizes there are still many problems to be overcome.

Gilbert, Miriam R. N. "Women in medicine" in Sisterhood is powerful.
New York, Random House. 1970. 602 p., pp. 62-66.

A nurse describes the difficult position of females in a traditionally male profession.

Roberts, Doris E., Virginia K. Saba, and Henrietta K. Allen. Census of nurses in Public Health. 70 American Journal of Nursing 2394-2399 (1970).

An overview of nurses employed in Public Health for over 30 years.

Yett, Donald E. Causes and consequences of salary differentials in nursing. 7 Inquiry 78-99 (March 1970).

Four sections: concentration of nurse shortage in some fields; salary differentials; analysis of salary based on experience in other labor markets; policy implications drawn from available evidence.

B. Discrimination occurring in occupations traditionally oriented towards men.

1. Advertising

(b) Periodical articles

Coleman, Ardelle. Give ad women a chance. 42 Advertising Age 33 (January 4, 1971).

Women should have an opportunity to use their abilities in advertising.

Giges, Nancy. Main gain by women at JWT made in account management, Devine says. 41 Advertising Age 2, 123 (September 28, 1970).

Slyke, Helen Van. Zip? courage? we want them, but makes sense too Mr. Adman. 41 Advertising Age 41-42 (July 6, 1970).

2. Architecture and engineering

(b) Periodical articles

Kresge, Pat. The human dimensions of sex discrimination. 64 AAUW Journal 6-9 (November 1970).

Women from various professions (engineers, architects and teachers) discuss the discrimination they experienced in employment, politics, social attitudes and under law.

Women's gains. 77 Newsweek 70 (January 11, 1971).

The survey of 191 companies indicate an increase in hiring of women, and their breaking into male oriented occupations such as engineering.

Women as engineers and scientists. 93 Monthly Labor Review 64-65 (June 1970).

38 percent of women engineering graduates are employed today. A great number of them are in educational institutions, semi-professional and scientific, as opposed to engineering, fields.

3. Civil servants

Archibold, Kathleen. Sex and the public service; a report to the public service of Canada. Ottawa, Queen's Printer. 1970. 218 p.

Discusses a history of tactics designed to limit competition and discourage women.

4. Higher education

(a) Books and Documents

California. University Committee on Senate Policy. Academic Senate. Report. Berkeley, Office of the Academic Senate. May 19, 1970. 78 p.

Conditions vary considerably between departments and between faculty members. Overall picture indicates rigidity of the system and discrimination.

Oltman, Ruth M. Campus 1970: where do women stand? Research report of a survey on women in academe. Washington, D. C. American Association of University Women. (December 1970). 25 p.

The article is based on the Oltman survey of 454 colleges and universities.

Simpson, Lawrence Alan. Sex discrimination in the academic world. Washington, D. C., Business and Professional Women's Foundation. 1970. 7 p.

A summary of the dissertation done at Pennsylvania State University in 1968.

(b) Periodical articles

Alexander, Anne. Who's come a long way, baby? 21 Johns Hopkins Magazine 10-15 (April 1970).

Some university women feel they are still very much victims of unfair discrimination.

Cavers, David F. Opportunities in law teaching: look beyond national schools. 16 Student Lawyer Journal 24-26 (1971).

The author with only one sentence reveals that the Harvard Law School had a woman faculty member - a visiting professor - before it admitted women students.

Graham, Patricia Alberg. Women in academe. 169 Science 1284-1290 (September 25, 1970).

Various explanations for the disparity between the professional positions occupied by female Ph. D.'s and their ability, considering positions traditionally occupied by them, and measures which may bring about equality with men.

About aliens and alienation. 214 Jama 2047 (December 14, 1970).

Author refers to discrimination against women in higher education and the study by Miss Graham.

Harris, Ann Sutherland. The second sex in academe. 56 AAUP Bulletin 283-295 (September 1970).

The widespread discrimination against women at all levels of higher education.

Kaufmann, Susan B. Few women get positions of power in academe, survey discloses. 4 Chronicle of Higher Education 1, 4 (November 30, 1970).

Hiring, promotion, women's participation, maternity and nepotism were surveyed by American Association of University Women.

According to the study few women hold positions of campus power.

AAUW confirms discrimination. 50 College & University Business 20
(January 1971).

A report of the study conducted by American Association of University Women and conducted by Dr. Ruth M. Oltman, who surveyed 454 colleges and universities, and concludes women do not have equal status with men in academia.

Reader survey report. 20 Harvard Graduate School of Education Bulletin
21-23 (Winter 1970-1971).

Rossi, Alice. Status of women in graduate department of sociology. 5 American Sociologist 1-12 (1970).

A national survey of 188 departments of sociology offering master's and doctor's degrees, reveals the small percentage of women professors and associates.

The status of women in the profession. 56 AAUP Bulletin 142 (June 1970).

Report of the annual meeting of American Association of University Professors with recommendations to oppose discrimination in appointments, tenure, rank, salary and workloads.

Scully, Malcolm G. Women in higher education: challenging the status quo. 4 Chronicles of Higher Education 2-5 (February 9, 1970).

Several well-known women academicians present their views on employment and discriminatory hiring in academe.

5. Journalism

(b) Periodical articles

Comer, Nancy Axelrad. Magazine jobs U.S.A. 71 Mademoiselle 160, 164, 190-192 (September 1970).

Women in journalism are underpaid and overworked.

Cunningham, Ann Marie. View from the masthead. 71 Mademoiselle 161-163 (September 1970).

Several women talk about their hardships in journalism.

Van Gelder, Lindsay. "The trials of Lois Lane: women in journalism" in Sisterhood is powerful. New York, Random House. 1970. 602 p.,

pp. 81-85.

Personal account of a woman who was discriminated against in journalism.

6. Law

(b) Periodical articles

Fichtner, Jay S. Where are the ladies? 57 American Bar Association Journal 10 (1971).

Author reports on lack of women lawyers in official positions of ABA. Editor of journal replies.

Gillespie, Mary Jane. Women in the legal profession. 16 Student Lawyer Journal 22-25 (November 1970).

Harvard Law School graduate talks about job interviews.

Harris, Peyton Randolph. Women in trusts? 22 Harvard Law School Bulletin 4 (October 1970).

Harvey, Cameron. Women in law in Canada. 4 Manitoba Law Journal 8-38 (1970).

A Canadian woman lawyer gives an historical account of Canada's women lawyers.

Hutchinson, Marily. Where do women practice? 16 Student Lawyer Journal 18-20 (November 1970).

Recent survey of women graduates from the University of Nebraska College of Law.

Paleszny, Therese. Where have all the ladies gone? Legal Economics News no. 25. 3-4 (July 1970).

Resolution - National Association of Women Lawyers. 16 Student Lawyer Journal 21 (November 1970).

Resolution passed on discriminatory practices in legal education and practice.

Sassower, Doris L. The role of lawyers in women's liberation. 164 New York Law Journal 1-2 (Wednesday, December 30, 1970).

Sassower, Doris L. Women and the legal profession. 16 Student Lawyer

Journal 12-16 (November 1970).

Speech at N.Y.U. Law School.

Woman denied role in Chicago bar show. 164 New York Law Journal 1
(Tuesday, December 15, 1970).

Women lawyers facing discrimination statistics show. 15 American Bar News
no. 25. 3 (October 1970).

7. Management

(a) Books and documents

Corporate apartheid -- California, U.S.A. style. A study by Responsible
Corporate Action. San Francisco, California Rural Legal Assistance.
1971. 25 p.

A study on exclusion of blacks, Mexican-Americans and females from
corporate power.

Women executives. A selected annotated bibliography. Washington, D. C.
Business and Professional Women's Foundation. 1970. 26 p.

The bibliography covers many professions and reviews varied positions
of women at the top executive posts.

(b) Periodical articles

American Society for Personnel Administration and the Bureau of National
Affairs, Inc. ASPA-BNA Survey. Washington, D. C. Bulletin to
Management No. 1047, pt. 2. March 5, 1970. 1-8 p.

Agvar, Agnes Varis. She knows where she's going in man's world. 106
Chemical Week 124 (May 6, 1970).

Brooks, Richard. Management suffragettes. 100 Business Management
18-23 (September 1970).

Status of women in management in Britain.

Feilke, M. F. Women, women everywhere, but not a manager in sight.
206 Iron Age 63-65 (August 27, 1970).

Feminist demand equal opportunity in industry. 3 Modern Manufacturing
50-51 (August 1970).

State protective laws foster sexual discrimination.

Furman, Laura. "A house is not a home: women in publishing" in Sisterhood is powerful. New York, Random House. 1970. 602 p., pp. 66-70.

Hahn, Marilyn C. Equal rights for women in career development. 47 Personnel 55-59 (July 1970).

Women must stop thinking like clerks, and be able to accept responsibilities and challenges if they wish to hold managerial and professional positions.

Hartmann, Heinz. The enterprising woman: a German model; are societies the world over equally reluctant to entrust women with top management positions? 5 Columbia Journal of World Business 61-66 (March-April 1970).

The reluctance to place women in top managerial positions varies from country to country.

Hobson, Sheila Smith. "Women and television" in Sisterhood is powerful. New York, Random House. 1970. 602 p., pp. 70-76.

Job opportunities for women still scarce at the top. 167 Industry Week 18-19 (October 12, 1970).

Report on hearings conducted by the New York City Commission on Human Rights.

Railroad Retirement Board. Women in the railroad industry. Railroad Retirement Board Quarterly Review 23-27 (April-June 1970).

Rebelling women - the reason. 69 U. S. News & World Report 35-37 (April 13, 1970).

Author refers to the ASPA-BNA study.

Slappey, Sterling. Those powerful powder puff executives. 58 Nation's Business 80-88 (November 1970).

Tough business for a woman. 107 San Francisco Chronicle 19 (Tuesday, February 16, 1971).

Women are still discriminated against in television and entertainment.

Will she be your new management trainee? 91 Savings and Loan News 40-45 (July 1970).

The article discusses women in management and suggests ways management can recruit and utilize feminine talent.

8. Medicine

(a) Books and documents

Singer, Daniels. My mother, the doctor. New York. Dutton & Co., Inc. 1970. 224.

Wilson, Dorothy Clark. Lone woman, the story of Elizabeth Blackwell, the first woman doctor. Boston, Little Brown & Co. 1970. 469 p.

In effect, a history of the women's movement in medicine.

(b) Periodical articles

Anthony, Catherine, M. D. Careers in pathology. 25 Woman Physician 390-391 (1970).

Pathology is an excellent and better paid specialty for a woman than other specialties.

Block, Jean Libman. Doctor was an adventuress. 48 Today's Health 20-21, 63 (August 1970).

Story of a distinguished woman physician.

Denko, Joane, M. D., M. S. Managing a practice and a home. 25 Woman Physician 33, 36-38 (1970).

French women in medicine. 214 Jama 606 (October 19, 1970).

Statistical comparison of women physicians in 1937-1938 and 1957-1958.

Grad, Marjorie, M. D. Cincinnati women physicians. 25 Woman Physician 735-736 (1970).

Green, Marthalyn Johnson, M. D., M. P. H. Marriage and the woman physician. 25 Woman Physician 460-461 (1970).

Haycock, Christine, M. D. Careers in general surgery. 25 Woman Physician 732-733 (1970).

Opportunities for women in surgery.

Jackoby, Ruth Kerr. Careers in neurosurgery. 25 Woman Physician 655-657 (1970).

It is hard to determine if discrimination against women in neurosurgery exists.

Kaplan, Harold I., M. D. Women physicians: the effective recruitment and utilization of their talents and the resistance to it - the final conclusion of a seven-year study. 25 Woman Physician 561-570 (1970).

Prejudice still exists and is a contributing factor in the small percentage of women physicians, according to a survey of the deans of American medical schools and Ministers of Health of many foreign countries.

Medical sexism: study findings of Harold I. Kaplan. 76 Newsweek 82 (October 19, 1970).

Summary of Mr. Kaplan's study on existing prejudice in the medical field.

Lopresti, Michael Essey. Recruitment of women doctors for hospital service. 2 Lancet 204-206 (July 25, 1970).

Mathews, Margie R., M. P. H. The training and practice of women physicians: a case study. 45 Journal of Medical Education 1016-1024 (1970).

Mermol, Camily. Memo from the editor. 25 Woman Physician 417 (1970).

A note from the editor on the meeting "Sex discrimination in employment practices," held in Los Angeles, September 1968.

Norris, Frances S., M. D. Women doctors. 282 New England Journal of Medicine 346 (1970).

Author refers to two studies by U. S. Women's Bureau and American Association of Medical Colleges.

Renshow, Josephine E., M. D. Why an association of medical women? 25 Woman Physician 392 (1970).

President of American Association of Women Physicians outlines the goals of equal opportunity for women physicians and adoption of equal rights amendment.

Renshow, Josephine, M. D. AMWA in the new decade. 25 Woman Physician 17-19 (1970).

Shuval, Judith T. Sex role differentiation in the professions: the case of Israeli dentists. 11 Journal of Health and Social Behavior 236-244 (September 1970).

Thomas, Mary A. Should a girl be encouraged to become a physician. 25 Woman Physician 629-630 (1970).

Present shortage of women physicians is partly due to prejudice. Women should be encouraged to become physicians.

9. The ministry

(a) Books and documents

Doely, Sarah, ed. Women's liberation and the church. New York, Association Press. 1970. 158 p.

Gibson, Elsie. When the minister is a woman. New York, Holt. 1970. 174 p.

Based on a questionnaire sent to 270 women ordained in various denominations.

(b) Periodical articles

Faith of our feminists. 76 Newsweek 81 (November 2, 1970).

Discrimination against women in the ministry.

First woman Lutheran pastor in U. S. ordained. 87 Christian Century 1443 (December 2, 1970).

Harkness, G. Pioneer women in the ministry. 39 Religion in Life 261-271 (Summer 1970).

History of women in ministry.

10. Politics

(b) Periodical articles

Beare, Nikki. Attorney's goal: do something important in life. 63 Christian Science Monitor 8 (Monday, January 4, 1971).

The first black woman elected to Florida legislature.

Black candidates. 28 Congressional Quarterly Weekly Report 2700 (1970).

Three of the black candidates for the House are women.

Characteristics of members of the 92nd Congress. 29 Congressional Quarterly Weekly Report 126 (1971).

There are 12 women in the House, the largest increase since 88th Congress.

How women are doing in politics. 69 U. S. News and World Report 24-27 (September 7, 1970).

Number of women in high public positions is declining despite "women's lib" movement.

Pogrebin, Letty Cottin. It's still a man's world. 171 Good Housekeeping 73-75, 150 (November 1970).

Seven famous women discuss why working women do not get ahead.

Women candidates. 28 Congressional Quarterly Weekly Report 2699 (1970).

Despite 26 women running for Congress this year, the number elected has declined from 1960 to 1968.

Women in politics: leading candidates in 1970, their election prospects, past and present members. 28 Congressional Quarterly Weekly Report 1745-1748 (1970).

11. Science and space exploration

(b) Periodical articles

Bernard, Roger. Today, a degree is just "passing the 21-plus." 79 New Statesman 248, 250, 252-253 (February 20, 1970).

A British woman graduate gives an overview of unequal women's position in employment.

Simmons, Jean E. Women in science; AAAS symposium 27 December 1970 - Chicago. 170 Science 201 (October 9, 1970).

Recent studies revealed that there are few women scientists in the academic world.

Soviet Union: one woman in space. 226 Nature 98-99 (April 11, 1970).

White, Martha S. Psychological and social barriers to women in science.
170 Science 43-46 (October 23, 1970).

Women in space. 43 Chemistry 4 (October 1970).

Russia had the first space woman. However, America has trained no women for space flight.

II. Educational barriers to women

(b) Periodical articles

Koch, Beverly. Women med students -- a tough road. 107 San Francisco Chronicle 18 (Tuesday, February 23, 1970).

U.C. and Stanford women medical students discuss the continuing prejudice in medical schools.

Race, sex bias reported in admissions. 4 Chronicle of Higher Education 8 (May 11, 1970).

Sex discrimination in college admissions: the quest for equal educational opportunities. 56 Iowa Law Review 199-212 (1970).

"Women's educational opportunities in the United States are presently more limited than men's."

III. Remedies: Breaking down the barriers to discrimination

A. Legislation

(a) Books and documents

Champagne, Joseph E. and Gary D. Duncan. Equal employment opportunity under federal and state laws. Houston, University of Houston, College of Business Administration. 1970. 29 p.

A guide to laws and orders prohibiting discrimination in employment.

Equal rights amendment. 116 Congressional Record E9511 (November 16, 1970).

Equal rights for men and women. 116 Congressional Record S17183 (October 6, 1970).

Equal rights for men and women. 116 Congressional Record S17335-S17363 (October 7, 1970).

Summary of state labor laws for women.

Equal rights for men and women. 116 Congressional Record S17484-S17491 (October 8, 1970).

Equal rights for men and women. 116 Congressional Record S17628-S17629, S17637-S17661 (October 9, 1970).

Equal rights for men and women. 116 Congressional Record S17745-S17758, S17779-S17795 (October 12, 1970).

Equal rights for men and women. 116 Congressional Record S17815-S17816, S1892-S17895, S17923-S17950 (October 13, 1970).

Equal rights for men and women. 116 Congressional Record S18075-S18078 (October 14, 1970).

Equal rights for men and women. 116 Congressional Record S18192-S18193 (November 16, 1970).

Equal rights for men and women. 116 Congressional Record S18417-S18418 (November 18, 1970).

Equal rights for men and women. 116 Congressional Record S18518 (November 19, 1970).

Hennepin county moves to avoid sex bias. 116 Congressional Record E10823 (December 30, 1970).

Part-time jobs for women in federal employment - a way to deal with "job freezes" and "employment ceilings." 116 Congressional Record S18426-S18428 (November 18, 1970).

Proposed amendment of the constitution relative to equal rights for men and women - amendments. 116 Congressional Record S18204-S18205 (November 16, 1970).

United Nations. Commission on the Status of Women. Implementation of the declaration on the elimination of discrimination against women and Unified long-term programme for the advancement of women and United Nations assistance in this field. These are released irregularly but generally several times a month. E/CN.6/...

United Nations. Commission on the Status of Women. Participation of women in the economic and social development of their countries. Report of the Secretary-General. February 1970. 104 p. E/CN.6/513/Rev. 1

A report, based on a questionnaire sent to 77 countries and 36 non-governmental organizations, summarizes economic and social status of women throughout the world and suggests where improvement is needed.

United Nations. Commission on the Status of Women. Repercussions of scientific and technical progress on the conditions of work and employment of women. Report by the International Labour Office. January 20, 1970. 112 p. E/CN.6/539

United Nations. Commission on the Status of Women. Report of the Inter-American Commission of Women. March 25, 1970. 86 p. E/CN.6/545

United Nations. Commission on the Status of Women. Report. 23rd session. 23 March to 10 April 1970. May 1970. Official records. 48th session. Supplement no. 6. 91 p. (E/4831) (E/CN.6/546)

United Nations. Commission on the Status of Women. Study on equal access of girls and women to literacy. Report prepared by the United Nations Educational, Scientific and Cultural Organization. February 13, 1970. 70 p. E/CN.6/538

U.S. Congress. House. Committee on Education and Labor. Hearings on H.R. 16098 sec. 805 to prohibit discrimination against women in federal assisted programs and in employment in education; to extend the equal pay act so as to prohibit discrimination in administrative, professional and executive employment; and to extend the jurisdiction of the U.S. commission on civil rights to include sex. 91st Cong., 2nd Sess. June 17, 19, 29, 30, 1970. July 1 and 31, 1970. 2 v. Bulletin 1261.

U.S. Congress. Senate. Committee on the Judiciary. Equal rights 1970, Hearings on S.J. Res. 61 and S.J. Res. 231 proposing an amendment to the Constitution of the United States relative to equal rights for men and women. 91st Cong., 2nd Sess. September 9-15, 1970. 433 p. Item 1042.

U.S. Congress. Senate. Committee on the Judiciary. The "equal rights" amendment, hearings before Subcommittee on Constitutional Amendments, on S.J. Res. 61, to amend the Constitution so as to provide equal rights for men and women. 91st Cong., 2nd Sess. May 5-7, 1970. 793 p. Item 1042.

U.S. Interdepartmental Committee on Status of Women. Proposed equal rights amendment to United States Constitution, memorandum. Presented to Citizens' Advisory Council on Status of Women by its study group on equal legal rights. March 1970. 18 p.

U.S. Women's Bureau. Laws on sex discrimination in employment.
Federal civil rights act, title 7: State fair employment practices,
laws, executive orders; (prepared by Arthur Besner under super-
vision of Pearl G. Spindler). 1970. 20 p. Item 782.

Collection of in-force laws and regulations dealing with fair
employment of women.

Smith, Solomon C. Bibliography: women's rights - selected writings.
New Haven, Yale Law Library. 1970. 8 p.

General and legal sources on discrimination against women in
various professions.

We have not heard the last of women's lib. 116 Congressional Record
E9718 (November 18, 1970).

(b) Periodical articles

Association of the Bar of the City of New York. Committee on Federal
Legislation. Amending the constitution to prohibit state discrimina-
tion based on sex. 26 Record of the Association of the Bar of the
City of New York 77-89 (1971).

Castle, Barbara. Equal pay for equal work. 70 Labour Gazette 432 (June
1970).

A short discussion on the British proposed Equal Pay Bill.

Congress to face a full calendar as it meets today. 120 New York Times
28 (Monday, November 16, 1970).

Senate tables the Equal Rights Amendment.

Constitutional amendment. 28 Congressional Quarterly Weekly Report
2041-2042 (1970).

Summary of the vote, debate, and discharge petition of equal
rights amendment.

Department of Labor cites rights under Equal Pay Act. 63 Christian Science
Monitor 6 (Tuesday, March 9, 1971).

Employment discrimination. 93 Monthly Labor Review 55 (January 1970).

A review of the fair employment legislation adopted by 23 states
since 1966.

Equal rights for women? 69 U.S. News & World Report 29-30 (August 1970).

Legal implications of the proposed constitutional amendment to guarantee equal rights for women.

Equal opportunities. 93 Monthly Labor Review 78 (August 1970).

U.S. Department of Labor issued guidelines for the Executive Order 11375.

Hardesty, Doris Gibson. The continuing fight for women's rights. 78 American Federationist 12-20 (January 1971).

King, Seth. Illinois votes new constitution, bill of rights clauses widened. 120 New York Times 35 (Thursday, December 17, 1970).

New Illinois Constitution recognizes women's rights.

Ladies day: House approves constitutional amendment. 76 Newsweek 15-16 (August 24, 1970).

The mandate of title VII of the civil rights act of 1964: to treat women as individuals. 59 Georgetown Law Journal 221-239 (1970).

May, Janice. Equal rights amendment. AAUW Journal 3 (October 1970).

Arguments for and against the equal rights amendment, and the legal changes which might be the result.

Meeting the problems of female workers. 70 Labour Gazette 567-568 (1970).

A report on the introduction of Women's Equal Employment Opportunity Act into Canadian Legislature.

Men put in their place. 236 Economist 46 (July 4, 1970).

A discussion of the equal rights amendment. The case for and against changes in state protective laws.

Mrs. Carolyn C. Heine on the status of women. 11 California Journal 292-294 (1970).

An interview with the Executive Director of the California Advisory Committee on the Status of Women.

Munts, Raymond and David C. Rice. Women workers: protection or equality. 24 Industrial and Labor Relations Review 3-13 (1970).

Discussion on state protective laws, Title VII and equal rights amendment, and the courts.

Shaffer, Helen B. Status of women. 2 Editorial Research Reports 565-585 (1970).

Discussion on women's fight for equal opportunity in employment, education and politics.

The equal rights amendment. Part I - The "why," Marguerite Rawalt; Part II - The legal basis, Thomas I. Emerson; Part III - The practical effects, Adele T. Weaver; Part IV - Legislative history, Marguerite Rawalt; Part V - Update 1970, Adele T. Weaver; 57 Women Lawyers Journal 7-23. (1971)

Weissbrodt, Sylvia. Changes in state labor laws in 1970. 94 Monthly Labor Review 14-20 (1971).

The author points out new legislation in 1970 banning discrimination in employment of women.

Women can tend bar, New Jersey court rules. 84 Wall Street Journal 29 (Tuesday, November 10, 1970).

Women's hour. 236 Economist 39-40 (August 15, 1970).

Discussion on equal rights amendment.

Women's hours. 93 Monthly Labor Review 54 (January 1970).

A review of 1969 state legislation regulating hours women can legally work.

Women's legal rights in all 50 states. 98 McCalls 90-96 (February 1971).

Discussion of marriage and employment, comparing state protective laws showing which protect and which do not. There are no statutory references.

Women's liberation amendment. 72 Office 46-47 (October 1970).

The article describes the changes in federal and state laws which the new amendment might require.

Women's place in the work force. 2 Issues in Industrial society 1-76 (1971).

Entire issue devoted to the position of women in business, industry, and government employment.

Women's rights. 93 Monthly Labor Review 3-4 (July 1970).

Women's rights are examined by the Task Force and recommendations are made.

B. Judicial Proceedings

1. Procedures used in enforcing equal treatment of women.

(b) Periodical articles

Coleman, Francis T. and Brian J. O'Neill. Enforcing equal employment opportunity under title VII of the civil rights act of 1964. 6 Law Notes 108-114 (July 1970).

The author describes how charges are initiated and processed, administratively and judicially.

Coleman, Francis T. Title VII of the Civil Rights Act: four years of procedural elucidation. 8 Duquesne Law Review 1-31 (1970).

An assesment of procedural problems encountered in enforcing Title VII of the 1964 Civil Rights Act.

Scott, Thomas W. Title VII of the civil rights act of 1964: obtaining jurisdiction over defendants who were not named as respondents in a charge to the EEOC. 75 Dickinson Law Review 99-122 (1970).

2. Equal pay for equal work

Murphy, Thomas E. Female wage discrimination: a study of the equal pay act 1963-1970. 39 Cincinnati Law Review 615-649 (1970).

Equal rights for women workers - a new push. 69 U.S. News & World Report 51-53 (August 3, 1970).

Law suits giving female employees better pay and job status are on the rise due to recent vigorous attacks on employers under the Civil Rights Act of 1964.

Schulder, Diane B. "Does the law oppress women?" in Sisterhood is powerful. New York, Random House. 1970. 602 p., pp. 139-157.

a. Airlines

Equal pay for stewardesses. 94 Monthly Labor Review 65 (November 1970).

Stewardesses charging discrimination brought suit against Trans World Airlines. Male flight attendants were paid \$3,500.00 more for performing the same work.

b. Banks

Banks wage scale held to be discriminatory when based on sex. (Shultz v. First Victoria National Bank. 420 F.2d 648 (1969). 88 Banking Law Journal 67-80 (January 1971).

A discussion of Schultz v. First Victoria National Bank in which U. S. Court of Appeals, Fifth Circuit, held a wage scale to be discriminatory when based on sex.

Women vs. mighty bank. 107 San Francisco Chronicle 2 (Wednesday, March 3, 1971).

A suit was filed against Bank of America charging discrimination against women employees in pay and promotion.

c. Bartending

The case for female bartenders. 106 San Francisco Examiner 14 (Monday, December 7, 1970).

d. Hospitals

Emanuel, William J. Hospitals and the equal pay act. 12 Hospital Forum 15-16 (March 1970).

Discussion on the case U.S. v. Brookhaven General Hospital 305 F.Supp. 424 (N.D. Tex. 1969) and the practical guidelines for avoiding equal pay problems in the future.

Labor Department files wage discrimination suit against East Dallas Hospital. 44 Hospital 31 (January 1, 1970).

Work of hospital maids held equal to work of porters. 44 Hospitals 123 (May 16, 1970).

e. Journalism

Whitehead, Helen. An opinion: the news weeklies - and women.
71 Madmoiselle 36, 109 (September 1970).

The legal battles against discrimination of women employees at
Time, Inc.

f. Manufacturing

Graham, Fred. High court bars sex bias in hiring in 1st test case. 120
New York Times 1, 21 (Tuesday, January 26, 1971).

A discussion of U.S. Supreme Court holding Phillips v. Martin
Marietta Corporation, 39 U.S. Law Week 4160, that employers
cannot refuse to hire women solely because they have small children.

The motherhood penalty. 63 Christian Science Monitor 20 (Tuesday,
February 2, 1971).

A brief discussion of Phillips v. Martin Marietta Corporation.

Equal pay for women. 93 Monthly Labor Review 73-75 (April 1970).

The author discusses two recent cases: Shultz v. American Can
Co., 424 F.2d 356 (8th Cir. 1970), and Shultz v. Wheaton Glass
Co., 421 F.2d 259 (3d Cir.), cert. denied, 398 U.S. 905 (1970).

The liberation of the "selector-packers." Business Week 19 (January
9, 1971).

A brief report on Shultz v. Wheaton Glass Co. which held that
women who do work substantially equal to males must be paid
equally.

Shultz v. Wheaton Glass Company. 1 American Libraries 418 (1970).

Summary of the case.

Shultz v. Wheaton Glass Co. 70 Labour Gazette 623 (September 1970).

Equal rights. 93 Monthly Labor Review 60 (July 1970).

A summary of the case U.S. v. Libbey Owens Ford, Inc., Civil
No. 7-212 (N.D. Ohio filed July 20, 1970), where conflict of
Federal and Ohio laws are the major factor of discrimination.

g. Military

AF's pregnant unwed captain. 1971 San Francisco Examiner & Chronicle 8 A (Sunday, October 18, 1970).

Air Force Nurse loses her plea against discharge for pregnancy. 119 New York Times 49 (Sunday, October 18, 1970).

Appeal by AF mother. 106 San Francisco Chronicle 14 (Wednesday, December 16, 1970).

Pregnant servicewoman. 275 Civil Liberties 8 (February 1971).

Justice Douglas bars the Air Force from discharging an unmarried nurse because of pregnancy.

Gives in on mothers. 106 San Francisco Chronicle 15 (Wednesday, September 30, 1970).

Lady Officer battles for motherhood. 106 San Francisco Chronicle 17 (Tuesday, September 29, 1970).

Enlisted female says Navy discriminates on moral standards. 83 Wall Street Journal 10 (Tuesday, August 25, 1970).

Pregnancy suit hits navy. 106 San Francisco Examiner 2 (Wednesday, August 26, 1970).

h. Radio and television

Women's revolt hits ABC news. 79 Broadcasting 27 (August 17, 1970).

A suit brought by the American Civil Liberties Union on behalf of all women employees for sex-based discrimination.

i. Sports

Rejected lady ump files suit. 107 San Francisco Chronicle 39 (Tuesday, March 16, 1971).

3. Job promotion

Clash by Knight. 96 Time 17 (October 19, 1970).

A promotion fight of a high-ranking woman civil servant.

Glaser, Vera and Malvin Stephenson. A suit for sex equality. 106 San Francisco Chronicle 13 (Saturday, October 10, 1970).

MacDonald, Norval. Women in industry - what can't they do? 12 Journal of Occupational Medicine 85-86 (March 1970).

Discussion of *Rosenfeld v. Southern Pacific*, 293 F.Supp. 1219 (C.D. Calif. 1968), and state protective laws for women.

C. Administrative proceedings

(b) Periodical articles

Bazell, Robert J. Sex discrimination: campuses face contract loss over HEW demands. 170 Science 834-835 (November 20, 1970).

HEW is demanding New York City and State, and California colleges and universities enforce Executive Order No. 11246, which prohibits sex discrimination in institutions funded by federal money.

Law women's caucus. 17 Law School Record 24-25 (Summer 1970).

The article describes how the Harvard Law School Women's Caucus filed a complaint with Equal Employment Opportunity Commission.

Logan, Albert A. 100 colleges are charged with sex discrimination. 4 Chronicle of Higher Education 3 (June 1, 1970).

Report of charges filed against Florida's system of higher education by women's organizations.

Logan, Albert A. Universities told they must grant equal opportunity to women. 4 Chronicle of Higher Education 3 (July 6, 1970).

The Women's Equity Action League and the National Organization for Women have filed charges with the Department of Labor, accusing more than 100 colleges and universities of sex discrimination.

What HEW requires for sex equality. 50 College and University Business 16, 20 (January 1971).

An account of HEW's "request" that the University of Maryland enforce Executive Order No. 11375 which prohibits forms of sex discrimination.

D. Education

(b) Periodical articles

Dave, Dennis B. Minority enrollment in U.S. medical schools, 1969-70 compared to 1968-69. 45 Journal of Medical Education 179-181 (March 1970).

Statistics show increase of women medical students.

Ewald, Linda S. Sex discrimination in higher education: constitutional equality for women. 10 Journal of Family Law 327-343 (1970).

Hecker, Monique. Unesco and women's rights: an experimental project in Upper Volta. 16 Unesco Chronicle 257-265 (1970).

Report of the project to promote the access of women and girls to education.

Increase in proportion of women among those enrolled in college. 93 Monthly Labor Review 64 (June 1970).

According to U.S. Office of Education, the number of women working toward college degrees increased from 1.9 million to 2.9 million between 1964 and 1969.

Legal aides for busy lawyers. Business Week 62 (December 26, 1970).

In Philadelphia Paralegal Training is turning college graduates into semi-professionals who help lawyers. Most of the graduates are women.

Renshow, Josephine E. M.D. Progress in medical school acceptance of women. 25 Women Physician 188-189 (1970).

Author points out an increase of women medical students for the past forty years.

Women in industry: new prospectives from education, industry, government. 19 Mary Baldwin 1-8 (February 1971).

Entire issue devoted to a conference held at Mary Baldwin college.

E. New positions for women

1. Appointments of women to positions of authority

(b) Periodical articles

Barbara Phillips barristers president. 90 Record 1 (Thursday, February 11, 1971).

She is the second woman to hold key office of San Francisco Barristers Club.

Girard, Nettabell. Women on the move. 57 Women Lawyers Journal 24-28 (1971).

Mayer, Jean. Let's put women in their place like for instance City Hall. 98 McCall's 74, 76, 78 (March 1971).

2. Appointments of women to traditionally male positions

Falk, Carol. What's this? Boys in shirts and ties who like their jobs. 89 Wall Street Journal 1, 21 (Friday, January 15, 1971).

First girl is employed to work as Capitol page.

State gets first woman postmaster. 106 San Francisco Chronicle 20 (Saturday, December 12, 1970).

Two large San Francisco Law firms extend partnership status. 90 Recorder 1 (Monday, January 4, 1971).

Pillsbury, Madison & Sutro has admitted a woman to partnership, marking a first for national firms of great stature.

Women and the French Academy. 107 Christian Science Monitor 14 (Monday February 8, 1971).

A woman sought admission to French Academy, but was rejected.

IV. General employment

(a) Books and documents

Boserup, Ester. Woman's role in economic development. London, George Allen and Unwin. 1970. 283 p.

Cisler, Lucinda. Women: a bibliography. (6th ed.) New York, 102 West 80th Street. 1970. 36 p.

Divided into 14 categories covering old classics, general works, economics, sociology, psychology to women's liberation manifestos.

California. Department of Industrial Relations. Division of Labor Statistics and Research. Women workers in California. San Francisco. January 1970. Part A: 1966-1969, 6 p.; Part B: 1949-1965, 17 p.

Statistical breakdown.

Canada Women's Bureau. Facts and figures: women in the labor force 1969. Ottawa, 1970. 19 p.

Effron, Edith. Is television making a mockery of the American woman? 18 TV Guide 6-9 (August 8, 1970).

The article discusses the present image of American woman due to television programming and notes the shortage of women in prominent positions in the media.

Kriesberg, Louis. Mothers in poverty: a study of fatherless families. Chicago, Aldine Publishing Co. 1970. 356 p.

Morgan, Robin, ed. Sisterhood is powerful. New York. Random House. 1970. 602 p.

The book encompasses a wide range of women's liberation literature. Also, the book attacks advertising, medicine, psychology, law and religion.

Pogrebin, Letty Cottin. How to make it in a man's world. New York, Doubleday. 1970. 288 p.

A practical guide to women getting ahead in the predominantly male world of business.

U.S. Bureau of Labor Statistics. Employment outlook: medical record librarians. 1970. 7 p. Bulletin no. 1650-18.

U.S. Bureau of Labor Statistics. Occupational outlook handbook 1970-71 edition. 1970. 859 p. Bulletin No. 1650.

Includes a great variety of occupations, giving a description, salary and future of various jobs.

U.S. Bureau of Labor Statistics. Occupational employment statistics, 1960-67. Washington, 1970. 42 p. Bulletin 1643.

U.S. Civil Service Commission. Commerce Department. Careers in Department of Commerce, equal opportunity employer. (1970). 100 p. Item 128.

U.S. Equal Employment Opportunity Commission. Equal employment opportunity report no. 2: job patterns for minorities and women in private industry, 1967. 1970. Item 1059-A-1.

Includes statistical tables for the entire United States.

U.S. Women's Bureau. Report on consultation of women's organizations on common goals and objectives for future. February 26, 1970. 1970. 14 p.

Education, employment and child care, and need for more women in policy making discussed at a conference of 50 women's organizations.

U.S. Women's Bureau. Women workers today. June 1970. 7 p. (WB 70-211).

Stambler, Sookie, comp. Women's liberation blue print for the future. New York, Charter Communications, Inc. 1970. 283 p.

Published and unpublished articles on women in professions, law and history of women's movement.

Tanner, Leslie B. Voices from women's liberation. New York, New American Library. 1971. 443 p.

Thompson, Mary Lou, ed. Voices of the new feminism. Boston, Beacon Press. 1970. 160 p.

12 contributors; of particular interest are Martha Griffith's article "Women and Legislation," and an excerpt from a 1968 report to the United Nations "The Status of Women in Sweden."

(b) Periodical articles

Bowman, H. Woods. More working wives, fewer children. Federal Reserve Bank of Chicago. Business Conditions 7-12 (August 1970).

A forecast of women's trends in employment and author's predictions that in future women will account for a large portion of those employed in traditional male occupations.

Behrens, Earl C. 'Assemblywoman,' if you please. 107 San Francisco Chronicle 9 (Monday, February 15, 1971).

The three women members of the California Assembly prefer the title of "assemblywoman."

De la Pena, Richard (Mrs.) You'd be surprised what your secretary can do. 1 Lawyers World 27-29 (November/December 1970).

The doctor as a business woman. 25 Woman Physician 586-588 (September 1970).

The woman physician in addition to working in her field also operates a perfume business.

Ellenby, Maggie. Women's rights. 79 New Statesman 551 (April 17, 1970).

The author refers to magazine's February 20, 1970, article, which points out that British women graduates do not have the same employment opportunities as men. Also, she criticizes the magazine for running a discriminatory advertisement.

Epstein, Cynthia F. Encountering the male establishment: sex-status limits on women's careers in the professions. 75 American Journal of Sociology 965-982 (1970).

Flint, Jerry M. Job bias against women easing under pressure. 120 New York Times sec. 1, 1, 50 (Sunday, January 31, 1971).

Discrimination against women lessening under pressure from the federal government and women's liberation movement.

Gansberg, Martin. Queens woman joins U.S. freighter as mess man. 120 New York Times part 1, 80 (Sunday, January 10, 1971).

A woman became a member of a crew of a United States cargo ship.

Grant, Don. Women's lib. dialog! tells adfolk: mend ad implications.
42 Advertising Age 3, 76 (January 25, 1971).

A report of a meeting of National Organization of Women and top advertisers.

Great Britain. Department of Employment and Productivity. Employees in Great Britain, mid-1969 analysis by age, sex, region and industry.
Employment and Productivity Gazette 577-581 (July 1970).

Harris, Sydney J. Women show they can. 16 Student Lawyer Journal 26 (November 1970).

250 women were hired to perform tasks formerly done only by men.

Jeffress, J. Elizabeth, M.D. Mental health problems of women in industry. 25 Woman Physician 277-231 (1970).

Stereotype prejudice and discrimination contribute to emotional problems of women in industry.

Komisar, Lucy. What we want now? 1970 Boston 55-56 (October 1970).

Women are striving for equality in employment and education, twenty-four hour child care centers, and free access to contraception and abortion.

Liberating art history. 77 Newsweek 77 (January 18, 1971).

Art history is being re-worked in favor of women. The author refers to the article Women's liberation, women artists and art history appearing in the January issue of Art News.

Mannes, Marya. The commercial women: have you really come a long way baby. 62 Boston 54-57 (September 1970).

Some comments on the distorted image of American women created by advertising and makes recommendations for the future.

Mitchel, Brooks. Some guidelines for men who supervise women. 15 Supervisory Management 7-10 (June 1970).

Some points on how a supervisor should handle his subordinate men or women.

Pelzel, Jane Barksdale, M.D. I was an MD dropout. 7 Medical Opinion and Review 64-68 (January 1971).

A story of a young physician who, after her children were grown up, returned to complete residency and started practice.

Sharp, Laure M. The professional woman. 93 Monthly Labor Review 66 (November 1970).

A review of Cynthia Epstein's book The Women's Place.

Special report on the attitudes of women toward their role in life. Gallup Opinion Index 1-36 (September 1970). Report No. 63.

Statistics on women's interest in working, discrimination, equality and ability to run business and women in politics.

Stein, Robert L. The economic status of families headed by women. 93 Monthly Labor Review 3-10 (December 1970).

Despite the growth in employment of woman heads of family since 1960, about two million of these families remain in poverty.

Talent bank. 25 Woman Physician 596-597 (1970).

Creation of talent bank which will serve as a clearing house for qualified women to be nominated for the White House.

Waldman, Elizabeth. Marital and family characteristics of the United States labor force. 93 Monthly Labor Review 18-27 (May 1970).

Married women account for nearly half of the increase of workers in 1968-69.

Warberg, Carla M. Womanpower - an important resource. Federal Reserve Bank of Dallas. Business Review 3-12 (October 1970).

How the role of women in employment is changing and the importance of women in the labor force is increasing.

Wensberg, Peter. In dubious battlements. 62 Boston 56-57 (September 1970).

The author attacks contemporary advertising.

Where women man the ship. Business Week 80 (July 25, 1970).

The entire Ship-a-Shore houseboat industrial assembly is composed of women.

Women at work. Morgan Guaranty Trust Company. Survey 4-9 (November 1970).

A survey of women at work, the scarcity of women in professional fields, including a summary of the major labor laws and some mention of current literature on the subject.

V. Development in employment of women in foreign countries

(b) Periodical articles

Dobert, Magarita. Liberation and the women of Guinea. 15 Africa Report 26-28 (October 1970).

Rise of Guinea women and their participation in employment.

Exit Madame Butterfly, enter Japan's liberated female. 63 Christian Science Monitor 8 (Saturday, January 2, 1971).

Japanese women also suffer from discrimination in employment, with the main disparity in the salaries of men and women. Women seldom rise to executive positions.

Hayward, Henry S. On first lady for president? 63 Christian Science Monitor 1 (February 27, 1971).

Role of women in national development in African countries. 101 International Labour Review 399-401 (1970).

Report of a meeting of prominent African women who reviewed the evolution of participation by women in civic, political and economic life.

Smith, Dorothy Hunt. Ghanain woman serves on High Court. 63 Christian Science Monitor 8 (Monday, January 4, 1971).

The diversified role of Ghana's first woman lawyer

Switzerland catches up. 63 Christian Science Monitor 14 (Thursday, February 11, 1971).

Swiss women won the right to vote.

Ulman, Neil. Russian women have same rights as men - and same hardships. 84 Wall Street Journal 1, 21 (Wednesday, January 6, 1971).

The author discusses employment of Russian women.

Uzbekistan party acts to improve the position of women in society. 22
Current Digest of the Soviet Press 3-4, 6 (June 30, 1970).

Resolution of the 18th plenary session of the Communist Party urges more active role for women in economic, political and cultural fields.

"Women's lib" in Russia: the myth and the reality. 69 U.S. News &
World Report 74-75 (November 16, 1970).

An overview of Russian women in industry and their scarcity in top managerial positions.